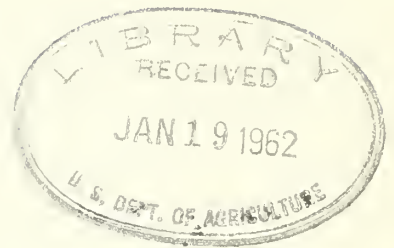


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The Incentive Awards Program

FISCAL YEAR 1961

United States Department of Agriculture



September 15, 1961

USDA

1862 - 1962

From a Century of Pride and Progress

-- Into a Century of Unprecedented Opportunity

Recognition of the individual employee for meritorious acts has been a management tradition of long-standing in our Department. Personal, impromptu expressions of praise for outstanding performance were everyday occurrences until recent years. Rapidly expanding agricultural programs, however, encompassing world-wide activities, have magnified the complexity of Department operations and caused the resultant expanse between the "boss" and the employee -- a gap that can seldom be bridged today to permit a casual "pat-on-the-back" or a personal word of praise for a job well done.

Consequently, the formalized Incentive Awards Program emerged, and has proven to be effective machinery for ensuring management-employee cooperation. Through it supervisors can entice improvements in operating efficiency by rewarding those who achieve desired results. Such a gesture made with obvious sincerity pledges respect and recognition for individual proficiency, and signifies unity of purpose in a common endeavor.

Statistics and data which follow are barometers of agency participation in the Incentive Awards Program. Because of your efforts last year, the tempo of the over-all program picked up substantially. Look at the resulting benefits -- nearly 5 million dollars. Employees profited too -- to the tune of \$400,000. This is a laudable success story! But it is one that can and must be surpassed. It's going to take every ounce of employee energy and "idea power" that we can muster if we are to give better service to the public with the problems we are facing. Operating efficiency is everyone's business -- opportunity to accomplish it is everyone's prerogative! Use the Employee Suggestion Program -- it's profitable.

Carl B. Barnes

Director of Personnel

INCENTIVE 1961

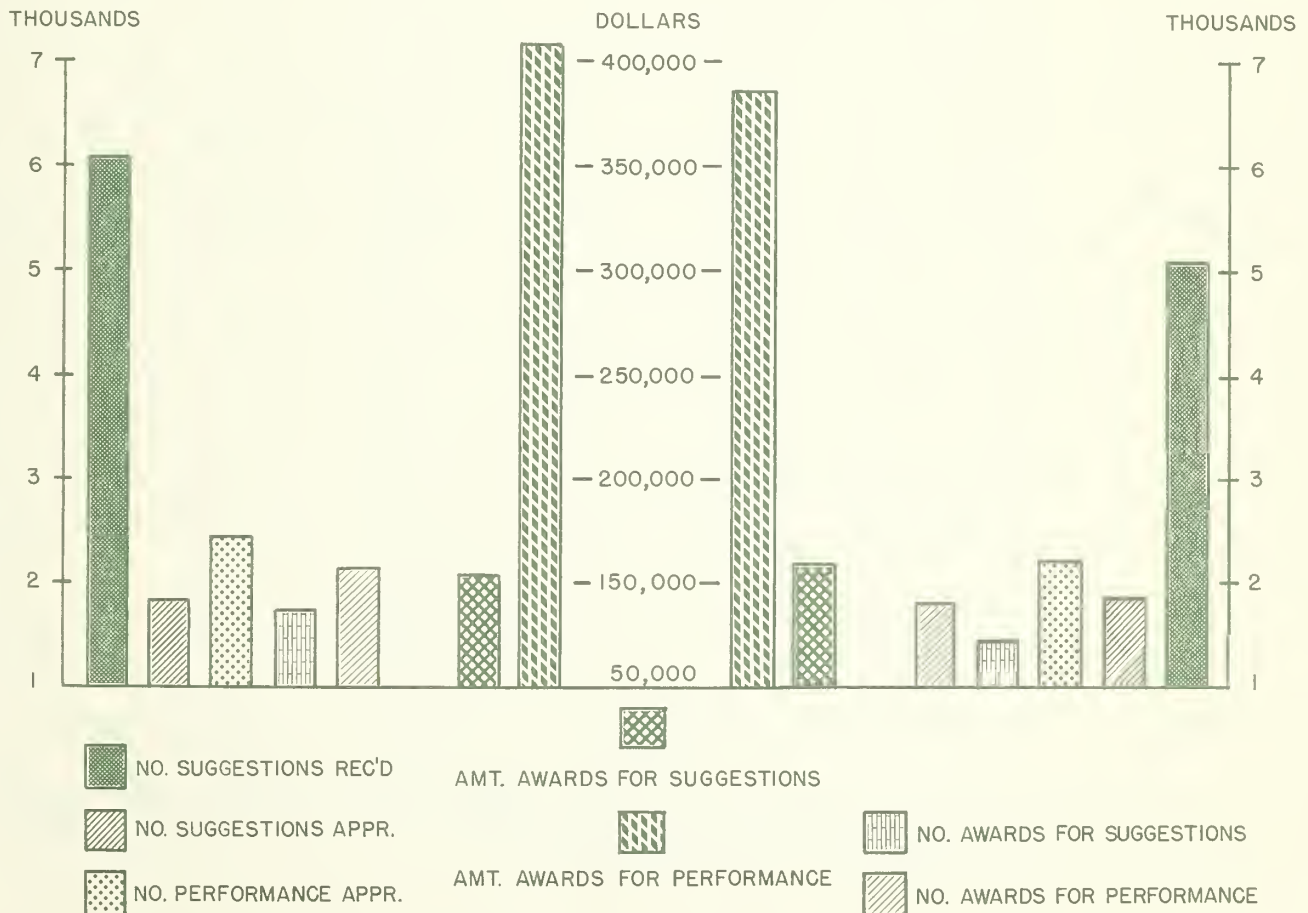
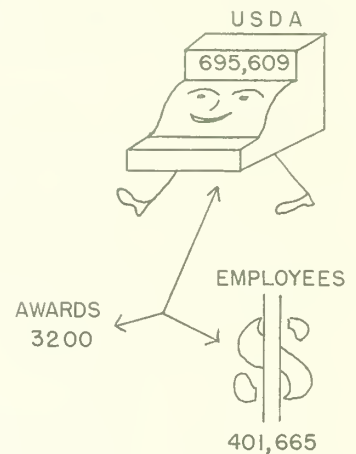
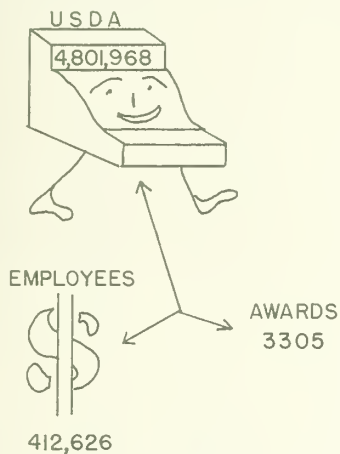
AWARDS

PROGRAM 1960



7 - DISTINGUISHED - 8

97 - SUPERIOR - 94



UNITED STATES DEPARTMENT OF AGRICULTURE
INCENTIVE AWARDS

EMPLOYEE CONTRIBUTIONS						AGENCY			
SUGGESTIONS				PERFORMANCE			SUGGESTION		
Number Rec'd	No. Per 1000 Em- ployees	Number Adopted	No. Per 1000 Em- ployees	Number Apprvd.	No. Per 1000 Em- ployees	Ave. No. Full-time Employees*	Number Awards Granted	Amount Paid in Cash	First Doll Gene
						AG. ECON. <u>1/</u>	\$	\$	
227	24	80	9	216	23	AMS - 9,371	80	4,120	22,
695	42	158	10	353	21	ARS - 16,419	149	4,230	21,
1,014	105	398	52	198	26	ASCS - 7,729	398	23,010	029,
-	-	-	-	10	82	CEA - 122	-	-	-
8	73	5	46	6	55	FCS - 109	5	160	-
772	165	167	36	100	21	FHA - 4,684	141	2,705	3,
24	49	9	18	16	33	FCIC - 491	9	455	5,
1	4	1	4	27	112	FES <u>2/</u> - 242	1	100	
5	6	1	1	53	64	FAS - 823	1	55	
1,587	72	432	15	247	11	FS - 22,016	308	9,570	35,
4	17	2	8	-	-	INF - 241	2	50	
22	143	15	97	15	97	LIB - 154	15	495	
29	73	14	35	12	30	OGC - 395	10	245	
86	90	35	37	53	55	REA - 956	35	745	1
1,640	113	450	31	779	54	SCS - 14,456	275	11,520	104
10	22	10	22	8	17	SEC - 460	10	305	
6,124	77.5	1,777	22.4	2,093	26	79,019	1,439	\$ 57,765	\$ 225

* Employment figures do not add to total because figures for Ag. Econ. are not available.

1/ Awards statistics for AG. ECON. were reflected by prior employing agencies.

2/ Plus 15,000 Cooperative Extension Agents.



ARTMENT OF AGRICULTURE

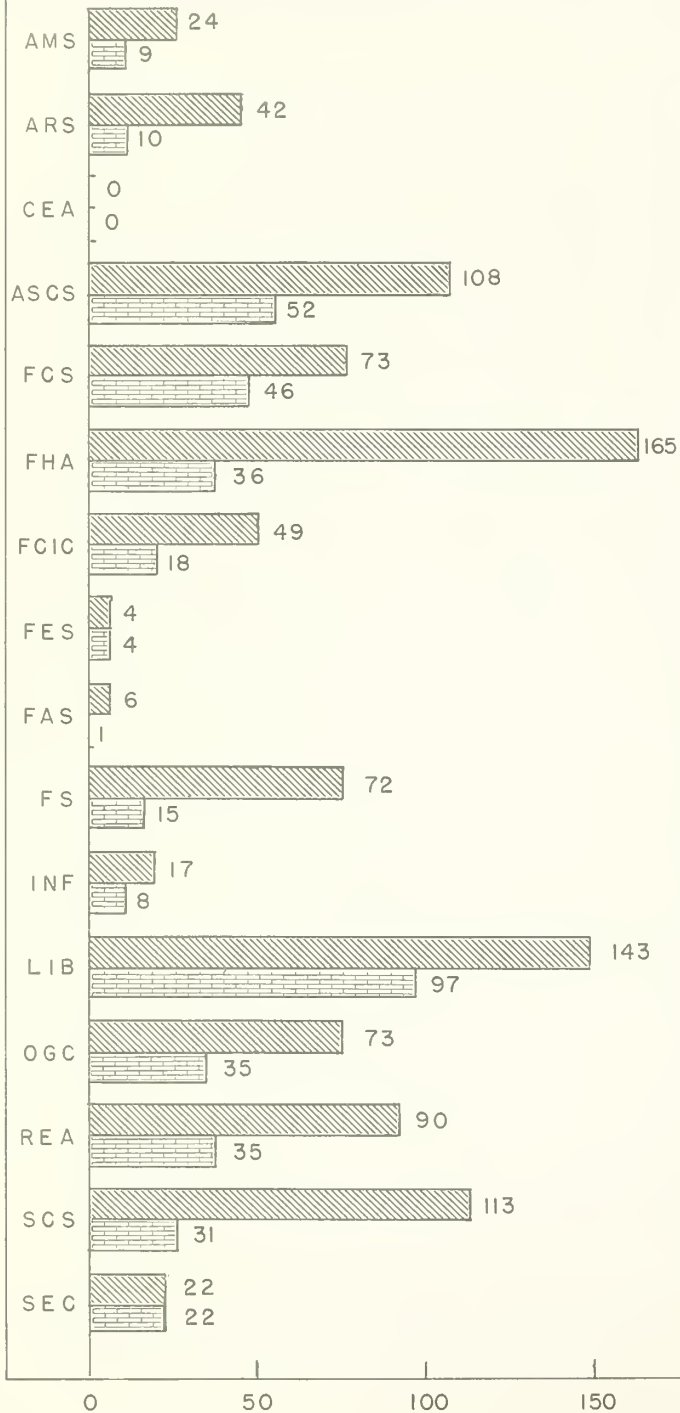
OGRAM - FISCAL YEAR 1961

C A S H A W A R D S							H O N O R A W A R D S		
First Year Dollar Benefits	P E R F O R M A N C E			T O T A L S			Dist.	Sup.	Tot.
	Number Awards Granted	Amount Paid in Cash	First Year Dollar Benefits	No. Cash Awards Granted	Amount Paid in Cash	First Year Dollar Benefits			
		\$	\$		\$	\$			
22,626	209	38,885	-	289	43,005	22,626	1	9	10
21,702	353	77,565	27,766	502	81,795	49,468	2	18	20
29,864	198	45,742	435,004	596	68,752	4,464,868	1	8	9
-	10	2,150	-	10	2,150	-	0	1	1
-	6	1,400	-	11	1,560	-	-	1	1
3,889	102	18,568	-	243	21,273	3,889	-	7	7
5,694	10	1,500	-	19	1,955	5,694	-	-	-
-	12	2,604	-	13	2,704	-	1	14	15
-	39	9,000	-	40	9,055	-	1	4	5
35,484	234	38,255	113,507	542	47,825	148,991	1	15	16
-	-	-	-	2	50	-	-	1	1
-	9	1,095	-	24	1,590	-	-	1	1
-	11	1,800	-	21	2,045	-	-	2	2
1,880	53	12,450	-	88	13,195	1,880	-	2	2
104,552	612	101,908	-	887	113,428	104,552	-	14	14
-	8	1,640	-	18	1,945	-	-	-	-
225,691	1,866	\$354,562	\$576,277	3,305	\$412,327	\$4,801,968	7	97	104

ble for the full period.

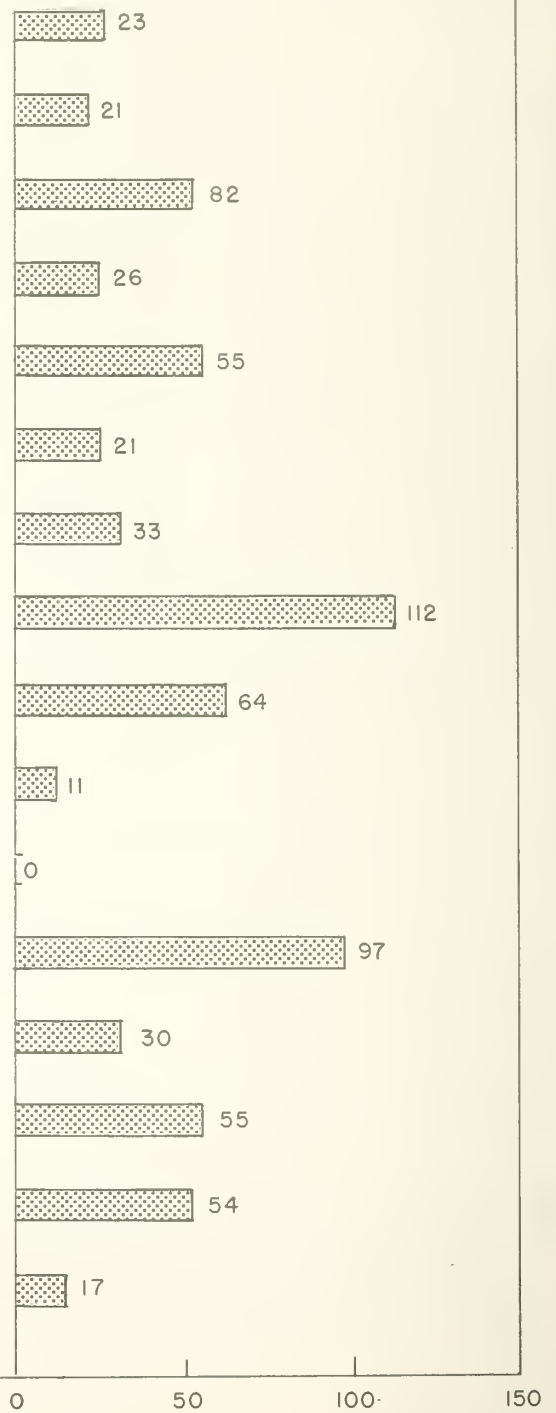
SUGGESTIONS

 RECEIVED PER 1,000 EMPLOYEES
 ADOPTED PER 1,000 EMPLOYEES



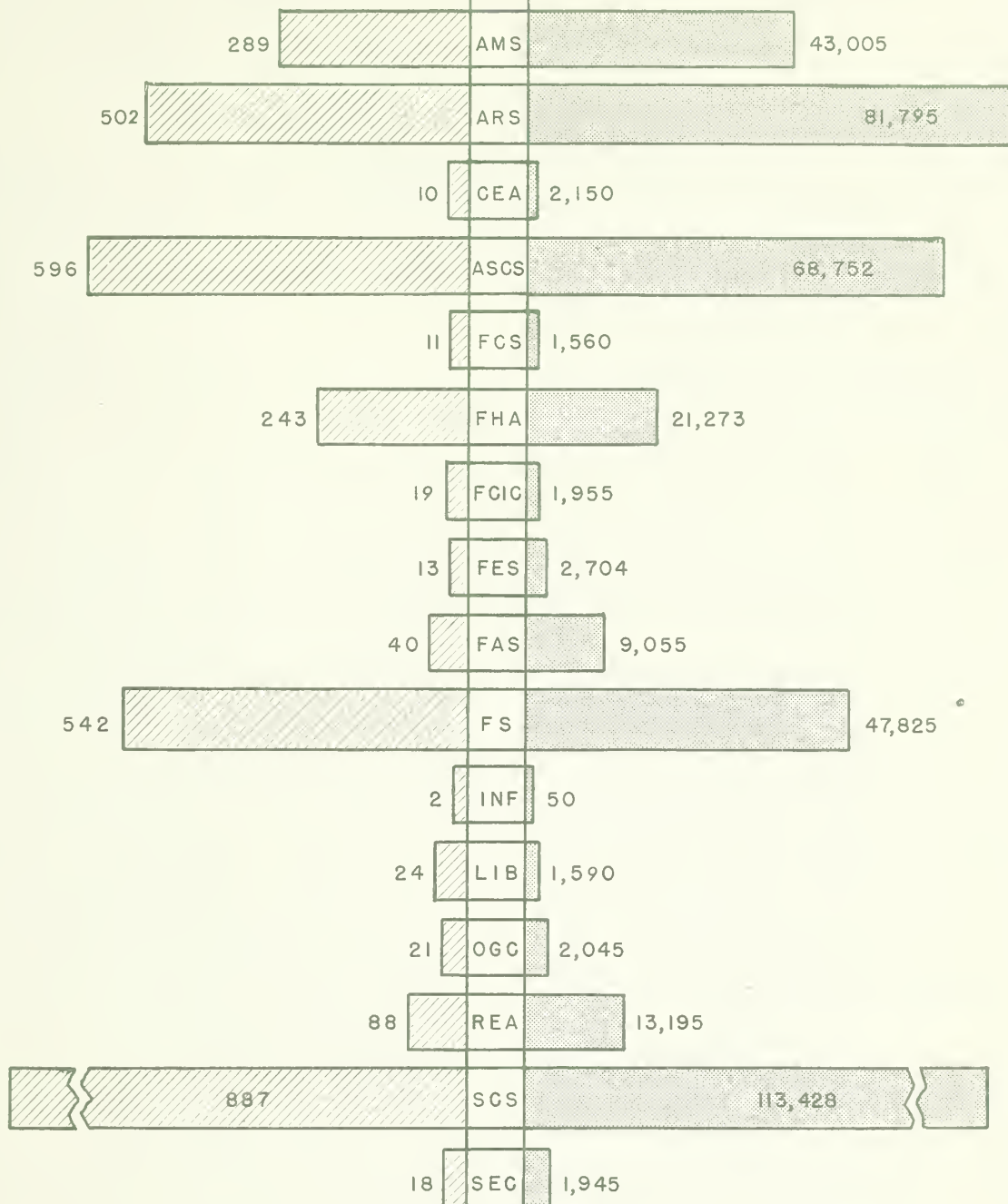
PERFORMANCE

 AWARDS PER 1,000 EMPLOYEES



CASH

AWARDS



NUMBER CASH AWARDS

CASH PAID



-- PROGRAM EMPHASIS --

M	C	M	L	X	I	I
E	O	O	I	E	M	N
A	M	R	B	M	P	T
S	P	E	E	P	A	E
U	E		R	L	R	G
R	N	S	A	I	T	R
E	S	U	L	F		A
	A	G	I	Y		T
	T	E	Z			E
	E	S	E		M	
E	F	T	A	H	A	W
M	O	I	M	O	N	I
P	R	O	O	N	A	T
L	P	N	U	O	G	H
O	E	S	N	R	E	O
Y	A	F	T	A	M	T
E	K	O	O	R	E	H
		R	F	Y	T	E
E		I	C	P		
F	P	M	A	P	O	O
F	E	P	S	E	B	P
E	R	R	H	R	J	E
C	F	O	A	F	E	R
T	O	V	W	O	C	A
I	R	E	A	R	T	T
V	M	M	R	M	I	I
E	A	E	D	A	V	O
N	N	N	S	N	E	N
E	C	T		C	S	S
S	E			E		



-- To Achieve --

Maximum
Improvement
in Department
Operations

P
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Maximum
Recognition
for Employee
Participation